



# 2014

## Federal Employee Viewpoint Survey Results

Employees Influencing Change

Region 5 Total

1st Level Trend Report

United States Office of  
Personnel Management

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### Response Summary

	Surveys Completed
2014 Governmentwide	392,752
2014 Environmental Protection Agency	3,863
<b>2014 Region 5 Total</b>	<b>241</b>
2013 Region 5 Total	219
2012 Region 5 Total	598
2011 Region 5 Total	623
2010 Region 5 Total	553

This 2014 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

The last column indicates whether or not there was a significant increase, decrease, or no change in positive percentages from the previous year. Arrows slanting up indicate a statistically significant increase, and arrows slanting down indicate a statistically significant decrease. Horizontal arrows indicate the change was not statistically significant. For example, in the row with the 2014 results, if the arrow was slanting up ↗, there was a significant increase in positive percentages from 2013 to 2014.

*Note:* The report tables that follow do not include results for any year listed in the Response Summary table (above) that had fewer than 10 completed surveys. If there were fewer than 30 respondents for a given year, the column showing the 'Difference from previous year' will show '--' to signify that no test was performed due to small sample size. Items 72 to 78 are on a different response scale and are not included in the significance testing. 2010 response percentages are shown to provide context for the significance test from 2011.

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

## My Work Experience

### 1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	391,977	59.1%	17.4%	23.5%	
2014 Environmental Protection Agency	3,856	58.8%	17.3%	23.9%	
<b>2014 Region 5 Total</b>	<b>241</b>	<b>53.5%</b>	<b>19.4%</b>	<b>27.1%</b>	<b>→</b>
2013 Region 5 Total	219	55.6%	14.1%	30.4%	↘
2012 Region 5 Total	598	62.9%	17.8%	19.3%	→
2011 Region 5 Total	623	64.8%	18.3%	16.9%	→
2010 Region 5 Total	552	63.5%	15.5%	20.9%	

### 2. I have enough information to do my job well.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	388,077	69.2%	15.2%	15.6%	
2014 Environmental Protection Agency	3,820	67.4%	15.7%	16.9%	
<b>2014 Region 5 Total</b>	<b>239</b>	<b>67.8%</b>	<b>16.0%</b>	<b>16.3%</b>	<b>→</b>
2013 Region 5 Total	218	66.0%	14.9%	19.2%	↘
2012 Region 5 Total	598	74.4%	13.5%	12.0%	→
2011 Region 5 Total	623	72.4%	14.3%	13.2%	→
2010 Region 5 Total	552	74.0%	12.6%	13.4%	

### 3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	385,690	55.2%	19.0%	25.8%	
2014 Environmental Protection Agency	3,795	58.5%	17.6%	23.9%	
<b>2014 Region 5 Total</b>	<b>238</b>	<b>51.9%</b>	<b>18.3%</b>	<b>29.8%</b>	<b>→</b>
2013 Region 5 Total	214	50.5%	21.4%	28.1%	↘
2012 Region 5 Total	595	61.6%	15.6%	22.8%	→
2011 Region 5 Total	622	59.1%	21.0%	19.9%	→
2010 Region 5 Total	551	59.9%	17.2%	23.0%	

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### My Work Experience (continued)

##### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	389,314	69.6%	15.0%	15.4%	
2014 Environmental Protection Agency	3,837	70.1%	14.2%	15.7%	
<b>2014 Region 5 Total</b>	<b>239</b>	<b>71.1%</b>	<b>11.3%</b>	<b>17.6%</b>	<b>→</b>
2013 Region 5 Total	216	69.7%	11.3%	19.0%	↘
2012 Region 5 Total	595	76.7%	12.0%	11.3%	→
2011 Region 5 Total	621	78.8%	14.3%	6.9%	→
2010 Region 5 Total	550	75.8%	14.1%	10.1%	

##### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	384,679	82.2%	11.3%	6.5%	
2014 Environmental Protection Agency	3,784	79.7%	12.7%	7.6%	
<b>2014 Region 5 Total</b>	<b>234</b>	<b>78.5%</b>	<b>12.6%</b>	<b>8.9%</b>	<b>→</b>
2013 Region 5 Total	216	80.1%	11.3%	8.6%	→
2012 Region 5 Total	596	84.0%	11.3%	4.8%	→
2011 Region 5 Total	621	84.8%	11.2%	4.0%	→
2010 Region 5 Total	551	84.0%	10.1%	5.9%	

##### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	387,941	78.8%	11.5%	9.7%	
2014 Environmental Protection Agency	3,811	76.1%	13.6%	10.3%	
<b>2014 Region 5 Total</b>	<b>234</b>	<b>74.8%</b>	<b>12.3%</b>	<b>12.8%</b>	<b>→</b>
2013 Region 5 Total	215	75.7%	11.1%	13.2%	→
2012 Region 5 Total	590	77.2%	11.6%	11.2%	→
2011 Region 5 Total	621	78.0%	11.8%	10.2%	→
2010 Region 5 Total	551	77.8%	13.3%	8.9%	

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### My Work Experience (continued)

##### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	389,516	95.6%	2.8%	1.6%	
2014 Environmental Protection Agency	3,833	95.9%	2.5%	1.5%	
<b>2014 Region 5 Total</b>	<b>239</b>	<b>96.2%</b>	<b>2.0%</b>	<b>1.8%</b>	<b>→</b>
2013 Region 5 Total	215	95.1%	3.9%	1.0%	↘
2012 Region 5 Total	598	97.3%	1.7%	1.0%	→
2011 Region 5 Total	622	97.0%	2.1%	0.9%	→
2010 Region 5 Total	550	96.9%	1.7%	1.5%	

##### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	390,789	90.2%	7.9%	1.9%	
2014 Environmental Protection Agency	3,846	88.0%	10.1%	1.9%	
<b>2014 Region 5 Total</b>	<b>238</b>	<b>86.8%</b>	<b>9.6%</b>	<b>3.6%</b>	<b>→</b>
2013 Region 5 Total	216	88.6%	10.0%	1.4%	→
2012 Region 5 Total	598	89.1%	9.5%	1.3%	→
2011 Region 5 Total	619	89.5%	8.4%	2.1%	→
2010 Region 5 Total	549	87.2%	10.9%	1.8%	

##### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	390,739	44.8%	16.5%	38.7%	935	
2014 Environmental Protection Agency	3,845	33.9%	16.6%	49.5%	8	
<b>2014 Region 5 Total</b>	<b>237</b>	<b>36.8%</b>	<b>16.3%</b>	<b>46.9%</b>	<b>2</b>	<b>→</b>
2013 Region 5 Total	216	31.6%	15.3%	53.0%	3	↘
2012 Region 5 Total	596	41.1%	20.7%	38.2%	1	→
2011 Region 5 Total	620	44.2%	19.0%	36.8%	1	→
2010 Region 5 Total	550	46.3%	20.1%	33.6%	1	

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### My Work Experience (continued)

##### 10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	388,209	56.5%	16.7%	26.8%	720	
2014 Environmental Protection Agency	3,826	49.9%	19.0%	31.1%	8	
<b>2014 Region 5 Total</b>	<b>232</b>	<b>50.2%</b>	<b>22.0%</b>	<b>27.8%</b>	<b>3</b>	<b>→</b>
2013 Region 5 Total	218	55.0%	20.9%	24.1%	0	→
2012 Region 5 Total	591	57.4%	17.9%	24.7%	3	→
2011 Region 5 Total	619	56.7%	20.9%	22.4%	3	→
2010 Region 5 Total	549	59.9%	17.6%	22.6%	2	

##### 11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,178	56.5%	17.2%	26.3%	1,880	
2014 Environmental Protection Agency	3,692	52.6%	16.6%	30.8%	14	
<b>2014 Region 5 Total</b>	<b>229</b>	<b>51.9%</b>	<b>17.1%</b>	<b>31.0%</b>	<b>3</b>	<b>→</b>
2013 Region 5 Total	212	52.6%	15.4%	32.0%	1	↘
2012 Region 5 Total	580	57.6%	18.5%	24.0%	4	→
2011 Region 5 Total	614	58.2%	18.8%	23.0%	3	→
2010 Region 5 Total	541	55.2%	17.6%	27.2%	6	

##### 12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	388,298	81.9%	10.7%	7.4%	1,540	
2014 Environmental Protection Agency	3,832	80.8%	11.6%	7.6%	12	
<b>2014 Region 5 Total</b>	<b>236</b>	<b>76.4%</b>	<b>14.9%</b>	<b>8.7%</b>	<b>2</b>	<b>→</b>
2013 Region 5 Total	217	81.9%	12.5%	5.7%	0	→
2012 Region 5 Total	596	83.5%	10.4%	6.1%	2	→
2011 Region 5 Total	621	84.4%	8.9%	6.6%	1	→
2010 Region 5 Total	550	84.1%	9.7%	6.2%	1	

# Environmental Protection Agency

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### 1st Level Trend Report

#### My Work Experience (continued)

##### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	384,209	89.6%	7.1%	3.3%	1,147	
2014 Environmental Protection Agency	3,791	85.0%	10.8%	4.2%	11	
<b>2014 Region 5 Total</b>	<b>236</b>	<b>85.8%</b>	<b>7.4%</b>	<b>6.8%</b>	<b>0</b>	<b>→</b>
2013 Region 5 Total	216	89.2%	7.0%	3.9%	0	→
2012 Region 5 Total	592	87.5%	9.2%	3.3%	0	↘
2011 Region 5 Total	620	90.7%	7.1%	2.2%	0	→
2010 Region 5 Total	546	89.7%	8.7%	1.6%	4	

##### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	389,314	65.6%	14.3%	20.1%	1,736	
2014 Environmental Protection Agency	3,832	68.0%	13.9%	18.1%	12	
<b>2014 Region 5 Total</b>	<b>236</b>	<b>72.5%</b>	<b>11.5%</b>	<b>16.0%</b>	<b>3</b>	<b>↘</b>
2013 Region 5 Total	216	81.1%	7.8%	11.1%	2	↗
2012 Region 5 Total	596	72.7%	16.2%	11.2%	1	→
2011 Region 5 Total	620	73.6%	13.8%	12.7%	1	→
2010 Region 5 Total	549	73.5%	14.3%	12.2%	3	

##### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	385,888	68.2%	14.9%	16.9%	4,845	
2014 Environmental Protection Agency	3,815	66.7%	16.7%	16.6%	29	
<b>2014 Region 5 Total</b>	<b>238</b>	<b>61.1%</b>	<b>19.0%</b>	<b>19.9%</b>	<b>3</b>	<b>→</b>
2013 Region 5 Total	215	65.6%	18.0%	16.4%	3	↗
2012 Region 5 Total	583	60.7%	22.0%	17.4%	12	→
2011 Region 5 Total	612	64.4%	17.9%	17.7%	10	→
2010 Region 5 Total	546	65.2%	19.5%	15.3%	5	

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### 1st Level Trend Report

#### My Work Experience (continued)

##### 16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	387,980	81.1%	12.5%	6.4%	1,810	
2014 Environmental Protection Agency	3,830	80.3%	13.5%	6.1%	22	
<b>2014 Region 5 Total</b>	<b>237</b>	<b>75.6%</b>	<b>17.3%</b>	<b>7.1%</b>	<b>3</b>	<b>→</b>
2013 Region 5 Total	217	80.9%	13.1%	6.0%	1	→
2012 Region 5 Total	592	82.2%	13.3%	4.5%	3	→
2011 Region 5 Total	616	80.5%	14.0%	5.5%	2	→
2010 Region 5 Total	546	81.7%	14.4%	3.9%	4	

##### 17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	373,094	60.3%	19.3%	20.4%	16,950	
2014 Environmental Protection Agency	3,532	58.3%	21.3%	20.4%	312	
<b>2014 Region 5 Total</b>	<b>212</b>	<b>56.4%</b>	<b>22.9%</b>	<b>20.7%</b>	<b>25</b>	<b>→</b>
2013 Region 5 Total	196	56.1%	25.8%	18.0%	20	→
2012 Region 5 Total	546	58.2%	28.1%	13.6%	51	→
2011 Region 5 Total	573	57.1%	28.0%	14.9%	48	→
2010 Region 5 Total	508	54.7%	27.8%	17.5%	38	

##### 18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	385,903	49.6%	23.8%	26.5%	4,288	
2014 Environmental Protection Agency	3,812	39.8%	24.6%	35.6%	39	
<b>2014 Region 5 Total</b>	<b>235</b>	<b>35.7%</b>	<b>25.5%</b>	<b>38.9%</b>	<b>5</b>	<b>→</b>
2013 Region 5 Total	213	33.7%	28.5%	37.7%	5	↘
2012 Region 5 Total	579	41.2%	28.8%	30.0%	16	→
2011 Region 5 Total	608	42.6%	28.4%	29.0%	10	→
2010 Region 5 Total	543	41.6%	31.1%	27.3%	8	



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### 1st Level Trend Report

#### My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	382,953	67.5%	14.6%	18.0%	8,987	
2014 Environmental Protection Agency	3,807	56.9%	17.8%	25.2%	53	
<b>2014 Region 5 Total</b>	<b>238</b>	<b>52.6%</b>	<b>21.4%</b>	<b>26.1%</b>	<b>3</b>	<b>→</b>
2013 Region 5 Total	217	56.7%	17.2%	26.2%	1	→
2012 Region 5 Total	581	55.5%	20.5%	24.0%	17	→
2011 Region 5 Total	612	58.4%	16.3%	25.2%	10	→
2010 Region 5 Total	547	60.5%	19.7%	19.8%	5	

#### My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	391,426	72.1%	14.2%	13.8%	
2014 Environmental Protection Agency	3,852	75.7%	12.6%	11.7%	
<b>2014 Region 5 Total</b>	<b>241</b>	<b>73.2%</b>	<b>14.2%</b>	<b>12.6%</b>	<b>→</b>
2013 Region 5 Total	219	73.6%	13.4%	12.9%	→
2012 Region 5 Total	596	75.8%	13.7%	10.5%	→
2011 Region 5 Total	613	76.2%	15.0%	8.8%	→
2010 Region 5 Total	536	74.9%	15.3%	9.8%	

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	376,727	40.6%	26.4%	33.0%	14,985	
2014 Environmental Protection Agency	3,700	27.9%	23.7%	48.3%	155	
<b>2014 Region 5 Total</b>	<b>223</b>	<b>26.5%</b>	<b>23.6%</b>	<b>50.0%</b>	<b>18</b>	<b>→</b>
2013 Region 5 Total	208	28.1%	29.5%	42.4%	11	↘
2012 Region 5 Total	559	43.9%	27.5%	28.6%	37	↘
2011 Region 5 Total	595	50.4%	25.4%	24.2%	26	↗
2010 Region 5 Total	514	41.0%	30.8%	28.2%	38	

# Environmental Protection Agency

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### 1st Level Trend Report

#### My Work Unit (continued)

##### 22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	362,631	32.0%	28.7%	39.3%	26,462	
2014 Environmental Protection Agency	3,501	32.6%	25.9%	41.6%	332	
<b>2014 Region 5 Total</b>	<b>213</b>	<b>27.4%</b>	<b>27.8%</b>	<b>44.9%</b>	<b>25</b>	<b>↗</b>
2013 Region 5 Total	199	21.1%	38.4%	40.5%	16	↘
2012 Region 5 Total	556	39.3%	27.6%	33.0%	42	→
2011 Region 5 Total	561	37.5%	29.6%	32.9%	59	↗
2010 Region 5 Total	509	32.9%	29.3%	37.8%	43	

##### 23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	354,178	28.2%	26.9%	44.9%	35,600	
2014 Environmental Protection Agency	3,382	23.0%	28.7%	48.4%	461	
<b>2014 Region 5 Total</b>	<b>214</b>	<b>19.5%</b>	<b>31.3%</b>	<b>49.1%</b>	<b>26</b>	<b>→</b>
2013 Region 5 Total	195	13.2%	32.8%	54.0%	23	↘
2012 Region 5 Total	523	20.5%	33.8%	45.7%	75	→
2011 Region 5 Total	551	23.1%	29.8%	47.1%	72	↗
2010 Region 5 Total	485	19.1%	29.7%	51.1%	67	

##### 24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	368,267	31.5%	28.4%	40.1%	22,310	
2014 Environmental Protection Agency	3,533	30.1%	26.8%	43.1%	315	
<b>2014 Region 5 Total</b>	<b>221</b>	<b>25.6%</b>	<b>27.8%</b>	<b>46.6%</b>	<b>20</b>	<b>→</b>
2013 Region 5 Total	205	24.6%	29.0%	46.4%	12	→
2012 Region 5 Total	549	28.7%	35.1%	36.2%	44	→
2011 Region 5 Total	569	31.7%	31.7%	36.7%	54	→
2010 Region 5 Total	508	27.9%	33.4%	38.7%	42	

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### My Work Unit (continued)

##### 25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,099	38.0%	25.7%	36.3%	25,833	
2014 Environmental Protection Agency	3,467	39.4%	23.4%	37.3%	377	
<b>2014 Region 5 Total</b>	<b>223</b>	<b>37.4%</b>	<b>21.1%</b>	<b>41.4%</b>	<b>18</b>	<b>→</b>
2013 Region 5 Total	194	36.6%	24.0%	39.4%	22	→
2012 Region 5 Total	552	39.2%	28.1%	32.8%	45	→
2011 Region 5 Total	563	41.4%	26.8%	31.8%	58	↗
2010 Region 5 Total	507	36.3%	28.4%	35.3%	42	

##### 26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	389,041	71.9%	14.6%	13.5%	1,704	
2014 Environmental Protection Agency	3,836	74.4%	12.4%	13.1%	19	
<b>2014 Region 5 Total</b>	<b>239</b>	<b>72.4%</b>	<b>13.5%</b>	<b>14.2%</b>	<b>2</b>	<b>→</b>
2013 Region 5 Total	217	70.8%	12.0%	17.2%	2	→
2012 Region 5 Total	594	73.2%	15.4%	11.3%	2	→
2011 Region 5 Total	620	75.2%	13.3%	11.5%	3	→
2010 Region 5 Total	544	71.9%	14.1%	14.0%	7	

##### 27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,813	50.8%	30.2%	19.0%	15,161	
2014 Environmental Protection Agency	3,675	41.5%	33.6%	24.9%	181	
<b>2014 Region 5 Total</b>	<b>227</b>	<b>39.2%</b>	<b>38.7%</b>	<b>22.1%</b>	<b>14</b>	<b>→</b>
2013 Region 5 Total	209	43.0%	38.1%	18.9%	10	↘
2012 Region 5 Total	566	55.7%	30.0%	14.3%	31	→
2011 Region 5 Total	577	55.9%	31.8%	12.3%	44	↗
2010 Region 5 Total	515	45.6%	36.2%	18.2%	36	

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	390,716	81.8%	14.6%	3.6%	
2014 Environmental Protection Agency	3,851	84.8%	13.2%	2.0%	
<b>2014 Region 5 Total</b>	<b>241</b>	<b>84.4%</b>	<b>14.3%</b>	<b>1.3%</b>	<b>→</b>
2013 Region 5 Total	218	83.9%	13.7%	2.4%	→
2012 Region 5 Total	591	86.8%	11.8%	1.4%	→
2011 Region 5 Total	620	86.7%	11.7%	1.5%	↗
2010 Region 5 Total	550	82.9%	15.3%	1.8%	

#### My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,647	68.5%	18.3%	13.2%	7,045	
2014 Environmental Protection Agency	3,684	63.3%	18.9%	17.8%	111	
<b>2014 Region 5 Total</b>	<b>228</b>	<b>63.7%</b>	<b>22.2%</b>	<b>14.1%</b>	<b>12</b>	<b>→</b>
2013 Region 5 Total	206	66.1%	20.9%	13.0%	10	↘
2012 Region 5 Total	579	72.6%	17.1%	10.3%	12	→
2011 Region 5 Total	601	73.2%	17.1%	9.7%	14	→
2010 Region 5 Total	539	72.3%	16.1%	11.6%	8	

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,805	41.9%	25.7%	32.4%	8,728	
2014 Environmental Protection Agency	3,697	36.7%	24.6%	38.7%	101	
<b>2014 Region 5 Total</b>	<b>232</b>	<b>34.8%</b>	<b>24.6%</b>	<b>40.6%</b>	<b>7</b>	<b>→</b>
2013 Region 5 Total	208	38.3%	23.6%	38.1%	9	↘
2012 Region 5 Total	577	49.3%	23.2%	27.5%	16	→
2011 Region 5 Total	591	49.5%	29.4%	21.1%	24	→
2010 Region 5 Total	533	48.9%	25.9%	25.2%	14	

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### My Agency (continued)

#### 31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,902	44.6%	24.2%	31.2%	7,530	
2014 Environmental Protection Agency	3,701	48.6%	23.0%	28.4%	76	
<b>2014 Region 5 Total</b>	<b>230</b>	<b>39.5%</b>	<b>25.4%</b>	<b>35.1%</b>	<b>8</b>	<b>→</b>
2013 Region 5 Total	207	40.6%	24.4%	35.0%	8	↘
2012 Region 5 Total	573	50.8%	26.7%	22.5%	18	→
2011 Region 5 Total	605	52.6%	25.8%	21.5%	10	→
2010 Region 5 Total	533	52.0%	25.4%	22.6%	14	

#### 32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	371,008	34.8%	29.5%	35.7%	12,026	
2014 Environmental Protection Agency	3,665	40.4%	26.5%	33.0%	108	
<b>2014 Region 5 Total</b>	<b>229</b>	<b>34.7%</b>	<b>24.3%</b>	<b>41.0%</b>	<b>8</b>	<b>→</b>
2013 Region 5 Total	207	31.9%	27.4%	40.8%	8	↘
2012 Region 5 Total	563	38.7%	34.5%	26.8%	27	↘
2011 Region 5 Total	596	42.3%	32.0%	25.7%	19	→
2010 Region 5 Total	526	42.5%	29.4%	28.1%	21	

#### 33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	356,757	19.6%	26.5%	54.0%	25,095	
2014 Environmental Protection Agency	3,462	15.4%	25.3%	59.3%	308	
<b>2014 Region 5 Total</b>	<b>216</b>	<b>8.7%</b>	<b>22.3%</b>	<b>69.0%</b>	<b>23</b>	<b>→</b>
2013 Region 5 Total	196	7.2%	35.5%	57.3%	21	↘
2012 Region 5 Total	535	17.1%	32.6%	50.3%	52	→
2011 Region 5 Total	567	17.2%	31.2%	51.6%	49	→
2010 Region 5 Total	497	16.8%	27.8%	55.4%	47	

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### My Agency (continued)

34. *Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	354,225	55.5%	29.2%	15.4%	29,633	
2014 Environmental Protection Agency	3,558	59.2%	23.8%	17.0%	238	
<b>2014 Region 5 Total</b>	<b>217</b>	<b>52.4%</b>	<b>26.0%</b>	<b>21.6%</b>	<b>23</b>	<b>→</b>
2013 Region 5 Total	188	54.1%	25.2%	20.7%	27	→
2012 Region 5 Total	551	54.3%	29.4%	16.3%	41	→
2011 Region 5 Total	567	52.7%	30.5%	16.8%	48	→
2010 Region 5 Total	504	54.7%	28.2%	17.1%	42	

35. *Employees are protected from health and safety hazards on the job.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,670	76.0%	13.7%	10.4%	5,777	
2014 Environmental Protection Agency	3,709	83.3%	11.6%	5.0%	83	
<b>2014 Region 5 Total</b>	<b>235</b>	<b>83.2%</b>	<b>13.9%</b>	<b>2.9%</b>	<b>5</b>	<b>→</b>
2013 Region 5 Total	211	82.7%	14.0%	3.4%	6	→
2012 Region 5 Total	584	87.1%	9.4%	3.6%	8	→
2011 Region 5 Total	609	88.2%	9.8%	2.0%	8	→
2010 Region 5 Total	537	87.5%	9.2%	3.2%	9	

36. *My organization has prepared employees for potential security threats.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	377,944	76.0%	14.4%	9.6%	5,237	
2014 Environmental Protection Agency	3,726	75.5%	16.5%	8.0%	62	
<b>2014 Region 5 Total</b>	<b>233</b>	<b>70.9%</b>	<b>21.8%</b>	<b>7.3%</b>	<b>6</b>	<b>↘</b>
2013 Region 5 Total	214	81.6%	13.0%	5.4%	3	→
2012 Region 5 Total	580	81.0%	14.3%	4.7%	11	↗
2011 Region 5 Total	597	76.4%	18.5%	5.1%	17	↘
2010 Region 5 Total	530	80.6%	11.9%	7.5%	14	

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### My Agency (continued)

#### 37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	361,372	50.3%	23.1%	26.5%	21,762	
2014 Environmental Protection Agency	3,499	50.8%	22.6%	26.6%	289	
<b>2014 Region 5 Total</b>	<b>219</b>	<b>46.5%</b>	<b>24.3%</b>	<b>29.2%</b>	<b>21</b>	<b>→</b>
2013 Region 5 Total	196	46.3%	27.1%	26.6%	19	↘
2012 Region 5 Total	548	52.8%	23.5%	23.7%	43	→
2011 Region 5 Total	565	52.5%	24.2%	23.2%	47	→
2010 Region 5 Total	500	50.1%	23.9%	26.0%	45	

#### 38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	347,433	65.2%	20.2%	14.6%	33,840	
2014 Environmental Protection Agency	3,290	65.9%	19.4%	14.7%	480	
<b>2014 Region 5 Total</b>	<b>206</b>	<b>63.1%</b>	<b>15.6%</b>	<b>21.2%</b>	<b>32</b>	<b>→</b>
2013 Region 5 Total	188	58.8%	22.1%	19.1%	29	→
2012 Region 5 Total	520	64.2%	21.1%	14.7%	70	→
2011 Region 5 Total	550	63.4%	23.3%	13.3%	65	↗
2010 Region 5 Total	476	57.9%	24.0%	18.1%	69	

#### 39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,864	73.0%	18.2%	8.8%	7,407	
2014 Environmental Protection Agency	3,729	67.3%	22.2%	10.5%	61	
<b>2014 Region 5 Total</b>	<b>233</b>	<b>66.2%</b>	<b>24.1%</b>	<b>9.7%</b>	<b>7</b>	<b>→</b>
2013 Region 5 Total	212	66.9%	22.3%	10.8%	5	↘
2012 Region 5 Total	578	77.6%	16.8%	5.6%	13	→
2011 Region 5 Total	604	79.2%	15.0%	5.8%	8	→
2010 Region 5 Total	532	78.9%	14.8%	6.3%	7	

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### My Agency (continued)

##### 40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	383,760	62.1%	21.6%	16.4%	
2014 Environmental Protection Agency	3,793	62.6%	20.4%	16.9%	
<b>2014 Region 5 Total</b>	<b>238</b>	<b>61.7%</b>	<b>19.4%</b>	<b>18.9%</b>	<b>→</b>
2013 Region 5 Total	217	63.6%	18.2%	18.2%	↘
2012 Region 5 Total	590	74.7%	16.8%	8.5%	→
2011 Region 5 Total	617	73.7%	18.8%	7.5%	→
2010 Region 5 Total	545	76.2%	16.8%	7.0%	

##### 41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	350,655	38.1%	28.5%	33.4%	33,370	
2014 Environmental Protection Agency	3,400	37.6%	29.5%	32.8%	395	
<b>2014 Region 5 Total</b>	<b>216</b>	<b>32.4%</b>	<b>29.4%</b>	<b>38.2%</b>	<b>21</b>	<b>→</b>
2013 Region 5 Total	193	31.6%	30.6%	37.7%	23	↘
2012 Region 5 Total	523	38.0%	34.6%	27.4%	67	→
2011 Region 5 Total	561	40.5%	36.8%	22.7%	54	→
2010 Region 5 Total	477	43.3%	32.0%	24.7%	69	

#### My Supervisor

##### 42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	380,621	77.3%	11.5%	11.2%	2,306	
2014 Environmental Protection Agency	3,759	84.4%	8.6%	7.0%	28	
<b>2014 Region 5 Total</b>	<b>233</b>	<b>83.4%</b>	<b>9.2%</b>	<b>7.4%</b>	<b>5</b>	<b>→</b>
2013 Region 5 Total	214	82.0%	10.7%	7.4%	2	→
2012 Region 5 Total	585	80.7%	13.4%	5.9%	5	→
2011 Region 5 Total	607	80.9%	12.6%	6.5%	6	→
2010 Region 5 Total	539	82.0%	10.4%	7.6%	6	



# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### My Supervisor (continued)

#### 43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	380,066	64.3%	17.9%	17.8%	2,012	
2014 Environmental Protection Agency	3,773	68.7%	14.8%	16.5%	9	
<b>2014 Region 5 Total</b>	<b>236</b>	<b>67.2%</b>	<b>15.3%</b>	<b>17.5%</b>	<b>2</b>	<b>→</b>
2013 Region 5 Total	214	65.7%	16.8%	17.6%	1	→
2012 Region 5 Total	587	67.6%	19.5%	12.8%	2	→
2011 Region 5 Total	608	68.5%	20.3%	11.2%	4	↗
2010 Region 5 Total	543	65.1%	19.6%	15.3%	2	

#### 44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,309	61.6%	19.2%	19.2%	4,317	
2014 Environmental Protection Agency	3,728	62.9%	17.7%	19.4%	33	
<b>2014 Region 5 Total</b>	<b>235</b>	<b>59.0%</b>	<b>20.9%</b>	<b>20.2%</b>	<b>2</b>	<b>→</b>
2013 Region 5 Total	210	62.9%	17.8%	19.3%	2	→
2012 Region 5 Total	577	63.9%	18.9%	17.2%	10	→
2011 Region 5 Total	604	62.4%	21.7%	15.9%	8	→
2010 Region 5 Total	542	59.3%	22.5%	18.2%	3	

#### 45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	349,672	66.2%	23.1%	10.7%	31,868	
2014 Environmental Protection Agency	3,333	68.5%	22.7%	8.8%	444	
<b>2014 Region 5 Total</b>	<b>212</b>	<b>58.0%</b>	<b>31.2%</b>	<b>10.8%</b>	<b>26</b>	<b>→</b>
2013 Region 5 Total	189	60.6%	27.6%	11.8%	27	→
2012 Region 5 Total	511	63.0%	28.3%	8.7%	77	→
2011 Region 5 Total	543	65.3%	24.9%	9.8%	67	→
2010 Region 5 Total	477	61.4%	29.7%	8.9%	68	

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### My Supervisor (continued)

#### 46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	379,197	60.5%	20.4%	19.1%	2,159	
2014 Environmental Protection Agency	3,747	60.8%	20.5%	18.7%	22	
<b>2014 Region 5 Total</b>	<b>237</b>	<b>57.2%</b>	<b>21.5%</b>	<b>21.3%</b>	<b>1</b>	<b>→</b>
2013 Region 5 Total	213	59.2%	22.1%	18.6%	1	→
2012 Region 5 Total	584	59.0%	23.1%	17.9%	5	→
2011 Region 5 Total	606	59.1%	24.1%	16.9%	5	↗
2010 Region 5 Total	542	55.8%	24.0%	20.2%	1	

#### 47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	375,678	63.1%	19.3%	17.6%	6,028	
2014 Environmental Protection Agency	3,705	65.7%	19.1%	15.2%	78	
<b>2014 Region 5 Total</b>	<b>227</b>	<b>59.7%</b>	<b>24.6%</b>	<b>15.7%</b>	<b>10</b>	<b>→</b>
2013 Region 5 Total	208	55.5%	23.0%	21.5%	7	↘
2012 Region 5 Total	580	65.5%	19.6%	15.0%	9	→
2011 Region 5 Total	601	65.1%	23.8%	11.1%	10	→
2010 Region 5 Total	532	62.9%	21.8%	15.3%	13	

#### 48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	381,761	75.0%	12.7%	12.2%	
2014 Environmental Protection Agency	3,779	79.9%	9.8%	10.2%	
<b>2014 Region 5 Total</b>	<b>238</b>	<b>78.3%</b>	<b>11.0%</b>	<b>10.7%</b>	<b>→</b>
2013 Region 5 Total	215	79.6%	11.4%	9.0%	→
2012 Region 5 Total	587	76.6%	15.8%	7.6%	→
2011 Region 5 Total	612	78.2%	14.0%	7.8%	→
2010 Region 5 Total	543	77.1%	13.6%	9.3%	

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### My Supervisor (continued)

##### 49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,603	80.2%	10.6%	9.2%	
2014 Environmental Protection Agency	3,777	83.4%	8.6%	8.0%	
<b>2014 Region 5 Total</b>	<b>237</b>	<b>81.6%</b>	<b>7.5%</b>	<b>10.9%</b>	<b>→</b>
2013 Region 5 Total	213	81.6%	9.0%	9.4%	→
2012 Region 5 Total	588	79.9%	13.6%	6.4%	↘
2011 Region 5 Total	613	85.3%	8.4%	6.3%	→
2010 Region 5 Total	543	83.7%	10.0%	6.3%	

##### 50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,812	77.3%	10.3%	12.4%	
2014 Environmental Protection Agency	3,773	88.1%	6.6%	5.3%	
<b>2014 Region 5 Total</b>	<b>237</b>	<b>88.3%</b>	<b>6.1%</b>	<b>5.6%</b>	<b>→</b>
2013 Region 5 Total	215	91.0%	2.7%	6.3%	↗
2012 Region 5 Total	585	83.9%	8.3%	7.9%	→
2011 Region 5 Total	611	84.9%	7.6%	7.4%	→
2010 Region 5 Total	542	83.2%	9.5%	7.3%	

##### 51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	380,967	65.4%	17.2%	17.4%	
2014 Environmental Protection Agency	3,775	67.7%	15.8%	16.5%	
<b>2014 Region 5 Total</b>	<b>238</b>	<b>65.3%</b>	<b>14.4%</b>	<b>20.3%</b>	<b>→</b>
2013 Region 5 Total	215	59.5%	22.2%	18.2%	↘
2012 Region 5 Total	584	65.1%	20.5%	14.4%	→
2011 Region 5 Total	610	66.0%	21.7%	12.3%	→
2010 Region 5 Total	544	63.4%	20.1%	16.5%	

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	381,129	68.9%	18.6%	12.5%	
2014 Environmental Protection Agency	3,777	71.3%	18.6%	10.1%	
<b>2014 Region 5 Total</b>	<b>237</b>	<b>69.0%</b>	<b>18.8%</b>	<b>12.2%</b>	<b>→</b>
2013 Region 5 Total	215	64.6%	21.8%	13.6%	↘
2012 Region 5 Total	587	69.2%	21.6%	9.2%	→
2011 Region 5 Total	609	69.4%	22.5%	8.1%	→
2010 Region 5 Total	545	68.8%	20.5%	10.7%	

#### Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,179	37.5%	25.2%	37.3%	6,901	
2014 Environmental Protection Agency	3,719	31.3%	25.9%	42.8%	48	
<b>2014 Region 5 Total</b>	<b>229</b>	<b>24.4%</b>	<b>24.9%</b>	<b>50.7%</b>	<b>8</b>	<b>→</b>
2013 Region 5 Total	213	24.9%	21.6%	53.5%	1	↘
2012 Region 5 Total	576	35.1%	31.6%	33.2%	7	→
2011 Region 5 Total	602	37.0%	31.1%	31.9%	7	↗
2010 Region 5 Total	534	32.3%	33.6%	34.1%	9	

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	356,007	49.5%	25.5%	25.0%	22,553	
2014 Environmental Protection Agency	3,534	45.2%	26.3%	28.5%	231	
<b>2014 Region 5 Total</b>	<b>220</b>	<b>36.6%</b>	<b>29.6%</b>	<b>33.8%</b>	<b>17</b>	<b>→</b>
2013 Region 5 Total	202	41.2%	27.2%	31.6%	12	↘
2012 Region 5 Total	546	52.7%	26.0%	21.3%	36	→
2011 Region 5 Total	583	52.2%	28.0%	19.8%	25	→
2010 Region 5 Total	512	47.7%	30.2%	22.2%	29	

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### Leadership (continued)

##### 55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	354,441	63.1%	22.9%	14.0%	21,209	
2014 Environmental Protection Agency	3,432	60.3%	23.2%	16.5%	308	
<b>2014 Region 5 Total</b>	<b>208</b>	<b>53.5%</b>	<b>26.5%</b>	<b>20.0%</b>	<b>21</b>	<b>→</b>
2013 Region 5 Total	198	60.1%	20.8%	19.1%	16	→
2012 Region 5 Total	540	60.9%	24.5%	14.5%	40	→
2011 Region 5 Total	576	61.4%	24.1%	14.5%	31	→
2010 Region 5 Total	511	57.8%	26.9%	15.3%	31	

##### 56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,472	58.2%	21.5%	20.3%	4,914	
2014 Environmental Protection Agency	3,714	55.6%	22.2%	22.2%	39	
<b>2014 Region 5 Total</b>	<b>231</b>	<b>48.3%</b>	<b>25.8%</b>	<b>25.9%</b>	<b>5</b>	<b>→</b>
2013 Region 5 Total	213	53.1%	23.8%	23.2%	1	↘
2012 Region 5 Total	577	61.4%	21.9%	16.8%	6	→
2011 Region 5 Total	601	62.9%	22.8%	14.4%	3	→
2010 Region 5 Total	540	60.6%	22.9%	16.5%	3	

##### 57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	351,864	58.0%	25.2%	16.8%	25,427	
2014 Environmental Protection Agency	3,451	56.2%	26.0%	17.7%	307	
<b>2014 Region 5 Total</b>	<b>214</b>	<b>56.1%</b>	<b>30.3%</b>	<b>13.7%</b>	<b>23</b>	<b>→</b>
2013 Region 5 Total	200	62.9%	25.6%	11.5%	13	→
2012 Region 5 Total	547	63.7%	25.8%	10.5%	33	↘
2011 Region 5 Total	574	67.8%	22.1%	10.1%	31	→
2010 Region 5 Total	508	65.5%	23.3%	11.2%	33	

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### Leadership (continued)

58. *Managers promote communication among different work units (for example, about projects, goals, needed resources).*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,473	49.9%	23.9%	26.2%	13,214	
2014 Environmental Protection Agency	3,656	48.1%	22.3%	29.6%	104	
<b>2014 Region 5 Total</b>	<b>220</b>	<b>42.8%</b>	<b>18.9%</b>	<b>38.3%</b>	<b>15</b>	<b>→</b>
2013 Region 5 Total	207	45.7%	22.7%	31.6%	7	→
2012 Region 5 Total	564	48.3%	25.7%	26.0%	18	→
2011 Region 5 Total	586	52.3%	23.9%	23.8%	21	→
2010 Region 5 Total	526	49.2%	26.6%	24.3%	17	

59. *Managers support collaboration across work units to accomplish work objectives.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	364,241	53.5%	24.0%	22.5%	13,338	
2014 Environmental Protection Agency	3,655	54.8%	22.0%	23.2%	105	
<b>2014 Region 5 Total</b>	<b>220</b>	<b>43.9%</b>	<b>22.6%</b>	<b>33.5%</b>	<b>16</b>	<b>↘</b>
2013 Region 5 Total	207	52.4%	26.3%	21.3%	7	→
2012 Region 5 Total	562	53.1%	25.6%	21.4%	20	→
2011 Region 5 Total	588	55.1%	24.1%	20.9%	16	→
2010 Region 5 Total	524	54.5%	24.5%	21.0%	14	

60. *Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	355,344	56.0%	24.5%	19.4%	22,457	
2014 Environmental Protection Agency	3,597	56.5%	25.3%	18.2%	157	
<b>2014 Region 5 Total</b>	<b>221</b>	<b>54.0%</b>	<b>28.2%</b>	<b>17.8%</b>	<b>14</b>	<b>→</b>
2013 Region 5 Total	209	60.5%	24.0%	15.6%	4	→
2012 Region 5 Total	552	56.4%	29.5%	14.1%	27	→
2011 Region 5 Total	579	59.3%	26.4%	14.3%	27	→
2010 Region 5 Total	524	55.1%	26.7%	18.2%	19	

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### Leadership (continued)

##### 61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	372,771	50.1%	25.1%	24.9%	5,069	
2014 Environmental Protection Agency	3,727	44.6%	26.0%	29.5%	33	
<b>2014 Region 5 Total</b>	<b>232</b>	<b>39.5%</b>	<b>25.7%</b>	<b>34.7%</b>	<b>4</b>	<b>→</b>
2013 Region 5 Total	214	34.8%	25.2%	40.0%	0	↘
2012 Region 5 Total	573	47.6%	28.2%	24.2%	5	→
2011 Region 5 Total	604	48.9%	29.1%	22.0%	4	↗
2010 Region 5 Total	526	44.1%	30.1%	25.8%	4	

##### 62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2014 Governmentwide	342,150	52.3%	28.3%	19.4%	35,524	
2014 Environmental Protection Agency	3,456	60.8%	25.4%	13.8%	305	
<b>2014 Region 5 Total</b>	<b>204</b>	<b>51.8%</b>	<b>29.7%</b>	<b>18.5%</b>	<b>32</b>	<b>→</b>
2013 Region 5 Total	190	49.0%	29.6%	21.4%	23	↘
2012 Region 5 Total	516	58.0%	28.6%	13.4%	62	→
2011 Region 5 Total	537	54.7%	29.7%	15.6%	71	→
2010 Region 5 Total	483	55.1%	28.4%	16.5%	60	

#### My Satisfaction

##### 63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,988	48.4%	24.0%	27.6%	
2014 Environmental Protection Agency	3,747	49.0%	22.6%	28.5%	
<b>2014 Region 5 Total</b>	<b>235</b>	<b>51.4%</b>	<b>21.6%</b>	<b>27.1%</b>	<b>→</b>
2013 Region 5 Total	214	45.9%	23.8%	30.2%	↘
2012 Region 5 Total	578	54.0%	24.4%	21.6%	→
2011 Region 5 Total	604	53.9%	22.8%	23.3%	→
2010 Region 5 Total	541	54.4%	24.8%	20.8%	

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### My Satisfaction (continued)

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,120	45.6%	24.5%	29.9%	
2014 Environmental Protection Agency	3,745	42.3%	24.2%	33.4%	
<b>2014 Region 5 Total</b>	<b>235</b>	<b>38.3%</b>	<b>22.2%</b>	<b>39.5%</b>	<b>→</b>
2013 Region 5 Total	214	35.2%	24.3%	40.5%	↘
2012 Region 5 Total	577	46.6%	22.4%	31.0%	→
2011 Region 5 Total	601	45.4%	24.8%	29.8%	→
2010 Region 5 Total	542	43.8%	28.0%	28.2%	

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	373,823	44.6%	24.5%	31.0%	
2014 Environmental Protection Agency	3,729	45.7%	24.6%	29.7%	
<b>2014 Region 5 Total</b>	<b>235</b>	<b>40.2%</b>	<b>22.9%</b>	<b>36.9%</b>	<b>→</b>
2013 Region 5 Total	213	38.7%	23.2%	38.1%	↘
2012 Region 5 Total	576	50.3%	22.5%	27.2%	→
2011 Region 5 Total	605	51.7%	23.8%	24.5%	→
2010 Region 5 Total	542	50.4%	26.0%	23.5%	

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,396	39.6%	30.4%	30.0%	
2014 Environmental Protection Agency	3,739	33.7%	32.1%	34.3%	
<b>2014 Region 5 Total</b>	<b>233</b>	<b>29.7%</b>	<b>30.8%</b>	<b>39.5%</b>	<b>→</b>
2013 Region 5 Total	212	28.0%	28.9%	43.0%	↘
2012 Region 5 Total	575	35.9%	36.4%	27.8%	→
2011 Region 5 Total	604	39.1%	33.6%	27.2%	→
2010 Region 5 Total	541	39.5%	31.9%	28.6%	



# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### My Satisfaction (continued)

##### 67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,391	33.1%	28.1%	38.8%	
2014 Environmental Protection Agency	3,745	26.5%	29.4%	44.1%	
<b>2014 Region 5 Total</b>	<b>233</b>	<b>21.0%</b>	<b>33.4%</b>	<b>45.7%</b>	<b>→</b>
2013 Region 5 Total	213	24.1%	32.2%	43.7%	↘
2012 Region 5 Total	578	32.2%	34.0%	33.8%	↘
2011 Region 5 Total	605	37.9%	28.2%	33.9%	→
2010 Region 5 Total	540	34.8%	29.6%	35.6%	

##### 68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,483	49.8%	24.3%	25.9%	
2014 Environmental Protection Agency	3,742	43.0%	28.6%	28.3%	
<b>2014 Region 5 Total</b>	<b>235</b>	<b>41.9%</b>	<b>32.3%</b>	<b>25.8%</b>	<b>→</b>
2013 Region 5 Total	212	37.2%	32.1%	30.7%	↘
2012 Region 5 Total	576	47.7%	26.1%	26.2%	↘
2011 Region 5 Total	603	52.0%	27.4%	20.6%	→
2010 Region 5 Total	542	52.0%	27.7%	20.3%	

##### 69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,286	64.1%	18.6%	17.3%	
2014 Environmental Protection Agency	3,737	61.0%	19.5%	19.5%	
<b>2014 Region 5 Total</b>	<b>233</b>	<b>59.7%</b>	<b>21.1%</b>	<b>19.3%</b>	<b>→</b>
2013 Region 5 Total	212	67.0%	13.1%	19.8%	→
2012 Region 5 Total	572	71.1%	15.4%	13.5%	→
2011 Region 5 Total	601	73.1%	16.9%	10.1%	→
2010 Region 5 Total	540	73.1%	15.1%	11.8%	

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### My Satisfaction (continued)

##### 70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	374,805	55.8%	17.9%	26.3%	
2014 Environmental Protection Agency	3,742	62.4%	16.5%	21.1%	
<b>2014 Region 5 Total</b>	<b>235</b>	<b>63.7%</b>	<b>15.9%</b>	<b>20.4%</b>	<b>→</b>
2013 Region 5 Total	213	57.6%	14.7%	27.6%	↘
2012 Region 5 Total	577	65.6%	15.9%	18.5%	→
2011 Region 5 Total	604	68.4%	15.8%	15.8%	↘
2010 Region 5 Total	541	73.4%	14.9%	11.7%	

##### 71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative	Difference from previous year
2014 Governmentwide	375,127	54.5%	22.8%	22.7%	
2014 Environmental Protection Agency	3,747	52.1%	23.6%	24.3%	
<b>2014 Region 5 Total</b>	<b>235</b>	<b>53.5%</b>	<b>23.4%</b>	<b>23.1%</b>	<b>→</b>
2013 Region 5 Total	212	53.3%	14.7%	32.0%	↘
2012 Region 5 Total	578	65.0%	19.6%	15.4%	→
2011 Region 5 Total	604	66.8%	19.6%	13.6%	→
2010 Region 5 Total	543	64.8%	19.6%	15.6%	

#### Work/Life

##### 72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
2014 Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
2014 Environmental Protection Agency	3,738	85.4%	3.3%	5.9%	5.4%
<b>2014 Region 5 Total</b>	<b>233</b>	<b>92.0%</b>	<b>1.5%</b>	<b>3.3%</b>	<b>3.1%</b>
2013 Region 5 Total	--	--	--	--	--
2012 Region 5 Total	--	--	--	--	--
2011 Region 5 Total	--	--	--	--	--
2010 Region 5 Total	--	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2014 Governmentwide	368,971	4.0%	10.3%	4.4%	10.9%
2014 Environmental Protection Agency	3,741	1.9%	39.1%	13.2%	22.5%
<b>2014 Region 5 Total</b>	<b>234</b>	<b>0.2%</b>	<b>53.9%</b>	<b>11.6%</b>	<b>14.7%</b>
2013 Region 5 Total	214	1.7%	51.4%	10.2%	17.4%
2012 Region 5 Total	576	0.7%	44.3%	9.2%	23.0%
2011 Region 5 Total	603	0.6%	41.4%	8.1%	19.1%
2010 Region 5 Total	--	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2014 Governmentwide	368,971	32.1%	5.2%	20.3%	12.9%
2014 Environmental Protection Agency	3,741	2.6%	2.3%	4.1%	14.2%
<b>2014 Region 5 Total</b>	<b>234</b>	<b>0.2%</b>	<b>0.8%</b>	<b>3.3%</b>	<b>15.3%</b>
2013 Region 5 Total	214	1.9%	1.4%	3.9%	12.0%
2012 Region 5 Total	576	1.8%	1.5%	8.0%	11.5%
2011 Region 5 Total	603	4.9%	2.2%	5.3%	18.3%
2010 Region 5 Total	--	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### Work/Life (continued)

##### 74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2014 Governmentwide	372,726	33.0%	45.2%	21.8%
2014 Environmental Protection Agency	3,713	67.6%	29.9%	2.5%
<b>2014 Region 5 Total</b>	<b>234</b>	<b>75.0%</b>	<b>22.6%</b>	<b>2.4%</b>
2013 Region 5 Total	214	75.3%	22.5%	2.2%
2012 Region 5 Total	568	71.6%	25.4%	3.0%
2011 Region 5 Total	606	69.5%	28.2%	2.2%
2010 Region 5 Total	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

##### 75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2014 Governmentwide	371,495	28.0%	59.9%	12.2%
2014 Environmental Protection Agency	3,712	39.2%	57.7%	3.1%
<b>2014 Region 5 Total</b>	<b>233</b>	<b>39.7%</b>	<b>57.9%</b>	<b>2.5%</b>
2013 Region 5 Total	212	28.3%	65.9%	5.8%
2012 Region 5 Total	577	35.2%	60.2%	4.5%
2011 Region 5 Total	605	33.6%	62.7%	3.7%
2010 Region 5 Total	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

##### 76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2014 Governmentwide	368,151	14.3%	80.3%	5.4%
2014 Environmental Protection Agency	3,675	12.1%	85.2%	2.7%
<b>2014 Region 5 Total</b>	<b>227</b>	<b>12.5%</b>	<b>85.3%</b>	<b>2.2%</b>
2013 Region 5 Total	212	9.6%	87.1%	3.4%
2012 Region 5 Total	572	9.2%	88.5%	2.3%
2011 Region 5 Total	604	9.9%	88.5%	1.6%
2010 Region 5 Total	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2014 Governmentwide	372,753	3.9%	78.7%	17.4%
2014 Environmental Protection Agency	3,728	4.1%	84.2%	11.7%
<b>2014 Region 5 Total</b>	<b>234</b>	<b>4.0%</b>	<b>89.6%</b>	<b>6.4%</b>
2013 Region 5 Total	214	1.7%	91.4%	6.9%
2012 Region 5 Total	571	2.9%	90.7%	6.4%
2011 Region 5 Total	603	2.7%	92.9%	4.4%
2010 Region 5 Total	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2014 Governmentwide	373,277	2.5%	79.8%	17.7%
2014 Environmental Protection Agency	3,729	3.1%	84.6%	12.3%
<b>2014 Region 5 Total</b>	<b>234</b>	<b>2.3%</b>	<b>88.8%</b>	<b>8.8%</b>
2013 Region 5 Total	214	1.3%	85.8%	12.9%
2012 Region 5 Total	573	1.7%	88.6%	9.7%
2011 Region 5 Total	600	1.9%	90.8%	7.4%
2010 Region 5 Total	--	--	--	--

\*This item is on a different response scale and is not included in the significance testing.

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	167,341	76.6%	14.0%	9.5%	7,571	
2014 Environmental Protection Agency	2,878	81.5%	10.2%	8.3%	30	
<b>2014 Region 5 Total</b>	<b>182</b>	<b>85.9%</b>	<b>8.3%</b>	<b>5.8%</b>	<b>4</b>	<b>→</b>
2013 Region 5 Total	170	88.9%	6.1%	5.0%	0	→
2012 Region 5 Total	439	85.2%	10.1%	4.6%	5	→
2011 Region 5 Total	415	83.8%	10.8%	5.3%	4	--
2010 Region 5 Total	--	--	--	--	--	--

\*The results for this item only include employees who indicated that they participated in this program.

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### Work/Life (continued)

#### 80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	138,977	89.1%	7.5%	3.4%	3,202	
2014 Environmental Protection Agency	2,536	92.7%	4.9%	2.4%	22	
<b>2014 Region 5 Total</b>	<b>167</b>	<b>94.2%</b>	<b>4.5%</b>	<b>1.3%</b>	<b>3</b>	<b>→</b>
2013 Region 5 Total	152	95.9%	3.5%	0.6%	1	→
2012 Region 5 Total	411	93.1%	4.7%	2.2%	2	→
2011 Region 5 Total	421	94.1%	3.9%	2.1%	1	--
2010 Region 5 Total	--	--	--	--	--	

\*The results for this item only include employees who indicated that they participated in this program.

#### 81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	100,599	79.5%	16.7%	3.8%	7,562	
2014 Environmental Protection Agency	1,349	84.1%	11.4%	4.5%	49	
<b>2014 Region 5 Total</b>	<b>86</b>	<b>80.7%</b>	<b>10.5%</b>	<b>8.8%</b>	<b>2</b>	<b>→</b>
2013 Region 5 Total	59	73.1%	24.3%	2.7%	3	↘
2012 Region 5 Total	190	85.5%	13.1%	1.4%	13	→
2011 Region 5 Total	194	87.1%	12.0%	0.9%	12	--
2010 Region 5 Total	--	--	--	--	--	

\*The results for this item only include employees who indicated that they participated in this program.

#### 82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	52,178	74.1%	21.6%	4.3%	8,882	
2014 Environmental Protection Agency	435	74.7%	22.4%	2.9%	75	
<b>2014 Region 5 Total</b>	<b>24</b>	<b>74.6%</b>	<b>25.4%</b>	<b>0.0%</b>	<b>9</b>	<b>--</b>
2013 Region 5 Total	18	92.3%	7.7%	0.0%	2	--
2012 Region 5 Total	48	88.5%	7.9%	3.5%	9	↗
2011 Region 5 Total	58	78.4%	18.0%	3.5%	4	--
2010 Region 5 Total	--	--	--	--	--	

\*The results for this item only include employees who indicated that they participated in this program.

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### Work/Life (continued)

83. *How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)*

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	10,509	71.7%	23.9%	4.4%	4,356	
2014 Environmental Protection Agency	105	80.0%	17.8%	2.2%	56	
<b>2014 Region 5 Total</b>	<b>7</b>	<b>77.3%</b>	<b>22.7%</b>	<b>0.0%</b>	<b>2</b>	<b>--</b>
2013 Region 5 Total	1	100.0%	0.0%	0.0%	2	--
2012 Region 5 Total	12	67.4%	32.6%	0.0%	10	--
2011 Region 5 Total	13	70.2%	29.8%	0.0%	6	--
2010 Region 5 Total	--	--	--	--	--	

\*The results for this item only include employees who indicated that they participated in this program.

84. *How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2014 Governmentwide	7,385	67.6%	29.5%	2.9%	3,459	
2014 Environmental Protection Agency	90	71.4%	27.2%	1.3%	38	
<b>2014 Region 5 Total</b>	<b>3</b>	<b>47.3%</b>	<b>52.7%</b>	<b>0.0%</b>	<b>2</b>	<b>--</b>
2013 Region 5 Total	1	100.0%	0.0%	0.0%	1	--
2012 Region 5 Total	7	83.3%	16.7%	0.0%	6	--
2011 Region 5 Total	10	58.0%	30.9%	11.1%	7	--
2010 Region 5 Total	--	--	--	--	--	

\*The results for this item only include employees who indicated that they participated in this program.

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

## Demographic Questions

### Where do you work?

	N	%
Headquarters	3	1.3%
Field	227	98.7%

### What is your supervisory status?

	N	%
Non-Supervisor	168	71.5%
Team Leader	21	8.9%
Supervisor	23	9.8%
Manager	13	5.5%
Senior Leader	10	4.3%

### Are you:

	N	%
Male	107	47.1%
Female	120	52.9%

### Are you Hispanic or Latino?

	N	%
Yes	12	5.3%
No	214	94.7%

### Race

	N	%
American Indian or Alaska Native	1	0.4%
Asian	10	4.4%
Black or African American	42	18.7%
Native Hawaiian or Other Pacific Islander	1	0.4%
White	162	72.0%
Two or more races (Not Hispanic or Latino)	9	4.0%



# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### Demographic Questions (continued)

##### *What is the highest degree or level of education you have completed?*

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	2	0.9%
Trade or Technical Certificate	4	1.7%
Some College (no degree)	11	4.7%
Associate's Degree (e.g., AA, AS)	6	2.6%
Bachelor's Degree (e.g., BA, BS)	75	32.3%
Master's Degree (e.g., MA, MS, MBA)	87	37.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	47	20.3%

##### *What is your pay category/grade?*

	N	%
Federal Wage System	0	0.0%
GS 1-6	1	0.4%
GS 7-12	78	33.6%
GS 13-15	144	62.1%
Senior Executive Service	8	3.4%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	1	0.4%

##### *How long have you been with the Federal Government (excluding military service)?*

	N	%
Less than 1 year	0	0.0%
1 to 3 years	12	5.2%
4 to 5 years	18	7.8%
6 to 10 years	20	8.6%
11 to 14 years	20	8.6%
15 to 20 years	23	9.9%
More than 20 years	139	59.9%

# Environmental Protection Agency

## Region 5 Total

### 1st Level Trend Report

#### Demographic Questions (continued)

*How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?*

	N	%
Less than 1 year	0	0.0%
1 to 3 years	14	6.1%
4 to 5 years	21	9.2%
6 to 10 years	19	8.3%
11 to 20 years	45	19.7%
More than 20 years	130	56.8%

*Are you considering leaving your organization within the next year, and if so, why?*

	N	%
No	170	73.6%
Yes, to retire	22	9.5%
Yes, to take another job within the Federal Government	21	9.1%
Yes, to take another job outside the Federal Government	9	3.9%
Yes, other	9	3.9%

*I am planning to retire:*

	N	%
Within one year	7	3.0%
Between one and three years	26	11.3%
Between three and five years	19	8.2%
Five or more years	179	77.5%

*Self-Identify as:*

	N	%
Heterosexual or Straight	186	81.9%
Gay, Lesbian, Bisexual, or Transgender	11	4.8%
I prefer not to say	30	13.2%

*What is your US military service status?*

	N	%
No Prior Military Service	211	90.9%
Currently in National Guard or Reserves	3	1.3%
Retired	5	2.2%
Separated or Discharged	13	5.6%

**Environmental Protection Agency**  
**Region 5 Total**  
*1st Level Trend Report*

**Demographic Questions** (continued)

***Are you an individual with a disability?***

	N	%
Yes	21	9.1%
No	209	90.9%

***What is your age group?***

	N	%
25 and under	3	1.2%
26-29	5	2.1%
30-39	42	17.4%
40-49	49	20.3%
50-59	92	38.2%
60 or older	50	20.7%